

# MINUTES

## PROFESSIONAL STANDARDS COMMISSION

### Remote Meeting via ZOOM Webinar

November 13, 2025

The Georgia Professional Standards Commission (PSC) met on Thursday, November 13, 2025.

#### **Members' Present**

Jimmy Atkins

Angela Byrne

Abigail Coggin

Christy Edwards

Kedrione Harris

Mark Kauffman

Nathan Lewis

Zach Miller

Dr. Holley Roberts

Jane Rookard

Dr. Brandon Seigler

Brian Sirmans

Carol Williams

Vonda Woodall

#### **Members Absent**

Jeanine Bunn

Dr. Judi Wilson

Dr. Franklin Perry

#### **I. CALL TO ORDER/ROLL CALL**

Chair Sirmans called the meeting to order at 4:00 p.m. and Commissioners answered roll call for attendance.

#### **II. VISITORS**

Chair Sirmans welcomed the visitors.

#### **III. ADOPTION OF AGENDA**

Chair Sirmans called for approval of the agenda.

**MOTION:** (Jane Rookard / Mark Kauffman) To approve the agenda.

**PSC ACTION:** Approved

#### **IV. APPROVAL OF MINUTES**

Chair Sirmans called for approval of the October 9, 2025, minutes.

**PSC ACTION:** Approved

#### **V. EXECUTIVE SECRETARY'S REPORT**

November is here and of course Thanksgiving is just around the corner. We all have a lot to be thankful for, and I want you to know that I am very thankful for our excellent staff here at the Georgia Professional Standards Commission. I'm also grateful for a quality group of Commissioners that I have the pleasure to serve with. I first want to acknowledge the good news regarding the SR 237 presentation with our Roundtable group on November 7. The issue of teacher shortages is a national concern, and we are no different in our State. We have partnered with 18 educational agencies and associations with more than 60+ participants and have been working on how we can address the issue of recruitment and retention of educators in Georgia as requested by the resolution. The Roundtable completed a review of the four working groups (Marketing, Value, Pathways and Leadership) in addition to the Technology committee. We will be sharing this work with the Senate and House

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Education committees on November 14th. Our goal is to provide this group with an executive summary of our work to date. As charged by the SR 237 Resolution, we plan to submit a full strategic plan to the General Assembly and the Governor's office with a specific set of recommendations that can assist with recruitment and retention of educators.

We continue sharing and reviewing the Ethical Considerations for Appropriate Use of AI by Educators with the guidance documents we created. We continue to discuss this guidance work at a variety of conferences both statewide and nationally. In fact, we received a request from a Senate study committee to share this work with them on Wednesday, November 12. We continue to receive feedback from the survey embedded in the document. This information, and more, will continue to be used as we develop supports to provide users with an ongoing opportunity to suggest any additions or enhancements, and to share helpful resources about avoiding missteps when using AI. To all of our systems, please do continue to share your thoughts via the embedded survey.

I am pleased to inform the Commission that we have received word that a new commissioner has been selected, and we are anticipating that Ms. Stephanie Rogers will be sworn in on November 19th. We hope to have our full group of Commissioners in place for our December meeting.

We had several of our team attend the GASPA conference this past week and provided multiple presentations for the Human Resource Directors from all around Georgia. Many thanks to our team who provided quality sessions and feedback for the conference attendees.

From our EPP division, we are working to establish a new endorsement to better prepare our teachers to use AI. The GaPSC AI for Educators Task Force is working to create this new credential. The goal of the group is to create an AI for Educators Endorsement to ensure educators in Georgia are prepared to succeed in digital learning environments using artificial intelligence. The scope of work will address the exploration and creation of an endorsement to prepare educators to use AI responsibly in classroom applications, as well as school and district leadership.

## **VI. COMMITTEE REPORTS**

### **A. Ethics and Professional Conduct --Recommendations and Actions on Cases**

Chair Kedrione Harris of the Educator Ethics Review Committee (EERC), gave a preliminary review of the cases.

1. Chair Harris reported that the Committee reviewed 69 ***Probable Cause*** cases during the November, 2025, meeting and brought the following recommendations on behalf of the committee:

<b><u>CASE</u></b>	<b><u>STANDARDS VIOLATED</u></b>	<b><u>RECOMMENDATION</u></b>	<b><u>EERC RECOMMENDATION</u></b>
24-12-966	1, 4, 5a6	Reprimand	Accept
25-3-1508	4, 9	Deny	Accept
25-5-1918	4,5a2,5a6	Reprimand	Accept
25-6-2120	1	Deny	Accept

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<u>CASE</u>	<u>STANDARDS VIOLATED</u>	<u>RECOMMENDATION</u>	<u>EERC RECOMMENDATION</u>
25-6-2176	1,4, 5a6	Reprimand	Accept
25-7-136	1,5a6	Reprimand	Accept
25-7-157	1,5a6	Reprimand	Accept
25-7-164	1,5a6	NPC	Accept
25-7-167	1,4,5a6	Reprimand	Accept
25-7-59	1,5a6	Reprimand	Accept
25-8-256	1, 5a6	Reprimand	Accept
25-8-260	1,4,5a6	NPC	Accept
25-8-271	1,5a6	NPC	Accept
25-9-422	4,5a2,5a6	Deny	Accept
25-9-433	5a5, 5a6	Reprimand	Accept
23-4-1357	2, 9	Warning	Accept
24-5-2155	9, 10	Suspension 20 days	Accept
24-6-2355	4, 9	Suspension 60 days	Accept
24-6-2405	9	NPC	Accept
24-7-115	4, 9	Suspension 90 days	Accept
24-10-563	8, 9,5a6	Revoke	Accept
24-12-948	3, 9	Suspension 1 yr	Accept
24-12-969	2, 9	Suspension 2 years	Accept
24-12-977	9	Suspension 90 days	Accept
25-2-1426	4, 9	Suspension 90 days	Accept
25-3-1553	1, 9, 5a6	CCE	Accept
25-3-1574	1, 2, 9	CCE	Accept
25-3-1619	2,8,9	Suspension 30 days	Accept
25-3-1626	5, 9	Suspension 20 days	Accept
25-3-1643	4,9	Reprimand	Accept
25-4-1681	1,4,5a6,8,9	Reprimand	Accept
25-4-1736	2, 5a6,8,9	Reprimand	Accept
25-4-1772	2, 9	Suspension 5 days	Accept
25-4-1835	1,2,4,9,5a6	Reprimand	Accept
25-5-1854	1, 2, 9	NPC	Accept
25-5-1976	4,9	Suspension 90 days	Accept
25-6-2071	4,9,10	Suspension 30 days	Accept
25-6-2082	1,2,8,9	CCE	Accept
25-6-2095	2,4,9	Suspension 5 days	Accept
25-6-2098	2,9	Suspension 20 days	Accept
25-6-2103	1, 2, 9	CCE	Accept
25-6-2138	9	NPC	Accept
25-6-2197	4,9	Suspension 90 days	Accept
25-7-3	3,9	Sus 1 yr	Accept
25-7-126	2,9	Revoke	Accept
25-7-128	9	NPC	Accept
25-7-130	9, 10	NPC	Accept
25-7-158	1,5a6	NPC	Accept

<u>CASE</u>	<u>STANDARDS VIOLATED</u>	<u>RECOMMENDATION</u>	<u>EERC RECOMMENDATION</u>
25-7-166	2,9	Suspension 2 yrs	Accept
25-8-191	1,4,5a6,8,9	NPC	Accept
25-8-208	2,9	NPC	Accept
25-8-213	9	Suspension 90 days	Accept
25-8-224	2,9	Suspension 10 days	Accept
25-8-232	9	Suspension 90 days	Accept
25-8-236	4, 9, 10	Suspension 20 days	Accept
25-8-269	1,4,5a6,8,9	NPC	Accept
25-8-287	9	Suspension 90 days	Accept
25-8-287	1, 2, 9	Suspension 1 yr	Accept
25-8-296	9	Suspension 90 days	Accept
25-8-299	9	Suspension 90 days	Accept
25-8-316	9	Suspension 90 days	Accept
25-8-318	9,10	Suspension 30 days	Accept
25-8-323	3,9	Suspension 1 yr	Accept
25-8-325	2,9	Suspension 30 days	Accept
25-9-328	2,9	Suspension 5 days	Accept
25-9-330	3,5,9	Suspension 10 days	Accept
25-9-344	2,9	NPC	Accept
25-9-363	4,9	Deny	Accept
25-10-511	1,4,5a6,8,9	Reprimand	Accept

2. Chair Harris reported that the Educator Ethics Review Committee reviewed 1 *Petitions Issue* and brought the following recommendation on behalf of the Committee:

<u>CASE</u>	<u>PREVIOUS SANCTION</u>	<u>EERC RECOMMENDATION</u>
25-9-500	Denial 7/13/2023	Grant

3. Chair Harris reported that the Educator Ethics Review Committee reviewed 12 *Settlement Agreements* and brought the following recommendations on behalf of the Committee:

<u>CASE</u>	<u>SANCTION</u>	<u>EERC RECOMMENDATION</u>
22-9-326	Suspension 20 days	Accept
25-4-1684	Reprimand	Accept
25-4-1690	Reprimand	Accept
25-5-1860	Suspension 1 year	Accept
25-5-1862	Reprimand	Accept
25-5-1894	Reprimand	Accept
25-5-1958	Suspension 30 days	Accept
25-6-2074	Reprimand	Accept

<u>CASE</u>	<u>SANCTION</u>	<u>EERC RECOMMENDATION</u>
25-7-27	Reprimand	Accept
25-7-36	Reprimand	Accept
25-7-131	Reprimand	Accept
25-8-192	Reprimand	Accept

4. Chair Harris reported that the Educator Ethics Review Committee reviewed 11 *Negotiated Settlement Agreements* and brought the following recommendations on behalf of the Committee:

<u>CASE</u>	<u>NEGOTIATED SANCTION</u>	<u>EERC RECOMMENDATION</u>
21-5-1196	NPC	Accept
23-4-1432	Reprimand	Accept
24-4-1971	NPC	Accept
25-5-1942	NPC	Accept
24-6-2344	NPC	Accept
24-8-272	NPC	Accept
24-11-691	Warning	Accept
24-11-764	Suspension 2 days	Accept
25-1-1143	Suspension 1 day	Accept
25-1-1200	Suspension 90 days	Accept
25-2-1404	Suspension 10 days	Accept

#### 5. OTHER BUSINESS

The Educator Ethics Review Committee recommended approval of the *Other Business Report* as follows:

<u>CASE</u>	<u>FINDINGS OF FACTS</u>	<u>EERC RECOMMENDATION</u>
25-5-1956	No effective service.	Hold New App
24-10-617	Supplemental complaint	Investigate
25-7-105	Supplemental complaint	Investigate

6. The Educator Ethics Review Committee recommended approval of the *Preliminary Investigative Determination Report* consisting of 140 new complaints received during the months of October and November 2025.

#### 7. VOLUNTARY SURRENDERS

The Educator Ethics Review Committee recommended approval of 3 *Voluntary Surrenders* listed below in which an Educator/Applicant voluntarily accepted a sanction of Revocation or Denial prior to the submission of an investigative case summary for a Probable Cause Determination.

<u>CASE</u>	<u>STANDARDS VIOLATED</u>	<u>SANCTION</u>	<u>EERC RECOMMENDATION</u>
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<u>CASE</u>	<u>STANDARDS VIOLATED</u>	<u>SANCTION</u>	<u>EERC RECOMMENDATION</u>
25-8-205	1, 9	Voluntary Surrender	Accept
25-8-231	2, 9, 5a7	Voluntary Surrender	Accept
25-8-314	2, 9	Voluntary Surrender	Accept

#### 8. EXTENSIONS – PRELIMINARY INVESTIGATIVE DETERMINATIONS

The Educator Ethics Review Committee recommended approval of the 148 *Extensions - Preliminary Investigative Determinations* consisting of the following:

**PSC ACTION:** Approved

#### 9. EXTENSIONS - INVESTIGATIONS

The Educator Ethics Review Committee recommended granting an *Investigative Extension* to the following 438 cases:

<u>WRITTEN COMPLAINT EXTENSIONS</u>							
23-2-1039	24-8-304	24-11-867	25-2-1306	25-4-1703	25-5-1937	25-6-2163	25-8-175
23-2-1090	24-8-306	24-11-878	25-2-1308	25-4-1706	25-5-1941	25-6-2170	25-8-178
23-3-1191	24-8-316	24-11-881	25-2-1310	25-4-1710	25-5-1949	25-6-2175	25-8-179
24-1-1254	24-8-326	24-11-892	25-2-1312	25-4-1711	25-5-1950	25-6-2179	25-8-183
24-1-1377	24-8-341	24-11-893	25-2-1322	25-4-1713	25-5-1951	25-6-2195	25-8-184
24-2-1420	24-9-361	24-11-894	25-2-1330	25-4-1718	25-5-1963	25-6-2196	25-8-186
24-2-1577	24-9-370	24-12-920	25-2-1331	25-4-1722	25-5-1964	25-6-2198	25-8-190
24-3-1621	24-9-372	24-12-943	25-2-1348	25-4-1734	25-5-1970	25-6-2199	25-8-193
24-3-1671	24-9-384	24-12-946	25-2-1357	25-4-1741	25-5-1977	25-6-2201	25-8-198
24-4-1867	24-9-418	24-12-986	25-2-1363	25-4-1749	25-5-1980	25-6-2207	25-8-199
24-4-1937	24-9-425	24-12-987	25-2-1368	25-4-1750	25-5-1981	25-6-2210	25-8-200
24-5-2029	24-9-429	24-12-989	25-2-1384	25-4-1753	25-5-1983	25-6-2212	25-8-203
24-5-2037	24-9-433	24-12-1012	25-2-1391	25-4-1754	25-5-1985	25-7-1	25-8-204
24-5-2064	24-9-479	24-12-1013	25-2-1403	25-4-1756	25-5-1987	25-7-2	25-8-207
24-5-2080	24-9-493	24-12-1014	25-2-1413	25-4-1757	25-5-1988	25-7-9	25-8-209
24-5-2096	24-9-510	24-12-1020	25-2-1420	25-4-1767	25-5-1996	25-7-19	25-8-210
24-5-2142	24-10-526	24-12-1021	25-2-1424	25-4-1770	25-5-1997	25-7-20	25-8-212
24-5-2180	24-10-528	24-12-1024	25-2-1425	25-4-1771	25-5-2002	25-7-37	25-8-214
24-5-2190	24-10-545	25-1-1044	25-2-1429	25-4-1779	25-5-2009	25-7-38	25-8-215
24-6-2246	24-10-565	25-1-1060	25-2-1436	25-4-1780	25-5-2017	25-7-40	25-8-217
24-6-2281	24-10-597	25-1-1067	25-3-1441	25-4-1783	25-5-2031	25-7-47	25-8-218
24-6-2299	24-10-623	25-1-1079	25-3-1445	25-4-1787	25-5-2035	25-7-57	25-8-221
24-6-2313	24-10-624	25-1-1080	25-3-1452	25-4-1791	25-5-2039	25-7-61	25-8-223
24-6-2339	24-10-632	25-1-1084	25-3-1453	25-4-1792	25-5-2040	25-7-62	25-8-225
24-6-2340	24-10-648	25-1-1094	25-3-1461	25-4-1798	25-5-2046	25-7-65	25-8-226
24-6-2348	24-10-657	25-1-1095	25-3-1469	25-4-1799	25-6-2057	25-7-73	25-8-227
24-6-2349	24-10-666	25-1-1107	25-3-1478	25-4-1801	25-6-2059	25-7-75	25-8-228

WRITTEN COMPLAINT EXTENSIONS							
24-6-2350	24-10-668	25-1-1109	25-3-1499	25-4-1804	25-6-2061	25-7-79	25-8-234
24-6-2398	24-10-673	25-1-1111	25-3-1500	25-4-1805	25-6-2062	25-7-85	25-8-235
24-6-2421	24-10-674	25-1-1119	25-3-1524	25-4-1814	25-6-2063	25-7-88	25-8-237
24-6-2429	24-11-704	25-1-1125	25-3-1546	25-4-1817	25-6-2064	25-7-89	25-8-239
24-7-31	24-11-705	25-1-1127	25-3-1548	25-4-1823	25-6-2065	25-7-92	25-8-240
24-7-52	24-11-711	25-1-1137	25-3-1549	25-4-1831	25-6-2066	25-7-97	25-8-251
24-7-57	24-11-712	25-1-1138	25-3-1563	25-4-1832	25-6-2069	25-7-101	25-8-253
24-7-58	24-11-715	25-1-1141	25-3-1576	25-4-1833	25-6-2070	25-7-102	25-8-261
24-7-66	24-11-720	25-1-1168	25-3-1578	25-4-1838	25-6-2073	25-7-103	25-8-262
24-7-69	24-11-722	25-1-1170	25-3-1579	25-5-1844	25-6-2086	25-7-105	25-8-263
24-7-71	24-11-729	25-1-1174	25-3-1589	25-5-1845	25-6-2092	25-7-106	25-8-264
24-7-80	24-11-734	25-1-1180	25-3-1592	25-5-1859	25-6-2094	25-7-109	25-8-267
24-7-82	24-11-740	25-1-1181	25-3-1593	25-5-1863	25-6-2097	25-7-110	25-8-270
24-7-106	24-11-759	25-1-1204	25-3-1608	25-5-1865	25-6-2100	25-7-113	25-8-273
24-7-120	24-11-769	25-1-1208	25-3-1609	25-5-1873	25-6-2101	25-7-114	25-8-278
24-7-128	24-11-794	25-1-1209	25-3-1610	25-5-1875	25-6-2110	25-7-116	25-8-283
24-8-161	24-11-800	25-1-1214	25-3-1621	25-5-1876	25-6-2111	25-7-117	25-8-320
24-8-162	24-11-802	25-1-1225	25-3-1623	25-5-1880	25-6-2113	25-7-122	25-9-338
24-8-213	24-11-803	25-1-1244	25-3-1629	25-5-1885	25-6-2114	25-7-124	25-9-343
24-8-223	24-11-804	25-1-1245	25-3-1631	25-5-1889	25-6-2121	25-7-127	25-9-346
24-8-236	24-11-809	25-1-1246	25-3-1644	25-5-1891	25-6-2132	25-7-134	25-9-347
24-8-241	24-11-811	25-1-1256	25-3-1652	25-5-1893	25-6-2133	25-7-138	25-9-349
24-8-243	24-11-815	25-1-1259	25-4-1672	25-5-1896	25-6-2146	25-7-151	25-9-353
24-8-276	24-11-817	25-1-1261	25-4-1676	25-5-1897	25-6-2147	25-7-153	25-9-359
24-8-277	24-11-826	25-1-1269	25-4-1686	25-5-1908	25-6-2148	25-7-160	25-9-360
24-8-287	24-11-832	25-2-1275	25-4-1687	25-5-1909	25-6-2153	25-7-165	25-9-362
24-8-296	24-11-842	25-2-1276	25-4-1692	25-5-1923	25-6-2154	25-7-171	
24-8-301	24-11-848	25-2-1277	25-4-1701	25-5-1931	25-6-2157	25-8-172	

#### 10. APPLICATIONS FOR CERTIFICATION REPORT

The Educator Ethics Review Committee recommended to approve a no probable cause determination on 32 cases reflected on the *Applications for Certification Report*.

#### 11. FINAL DECISIONS BY OPERATION OF LAW

The Commission reviewed the report, which advised of 10 cases now closed without an appeal for a hearing before an Administrative Law Judge.

Chair Sirmans called for approval of the Educator Ethics Review Committee report as present by Chair Kedrione Harris.

**PSC ACTION:** Approved

Abstentions: Dr. Franklin Perry – PCA Case 25-8-256, Jane Rookard – PCE Case 25-9-344, PID Cases 25-9-475, 25-10-567, 25-10-568, 25-20-569, Vonda Woodall – PID Case 25-10-544, PCA 25-2-59

## **B. Educator Preparation Standing Committee**

Committee Chair, Dr. Holley Roberts, presented the report of the Educator Preparation Standing Committee.

- Abraham Baldwin Agricultural College – The Committee recommends Developmental Approval of the Elementary Education (P-5) [Baccalaureate degree] Program reviewed during the Fall 2025 Developmental Group Review.
- Clarke County School District – As a result of satisfactory progress evident in the September 2, 2025, Progress Report, the area for improvement (AFI) in Standard 5.5 is removed for the EPP. While incremental progress was evident in the September 2, 2025, Progress Report addressing the AFIs in Standard 5.1 and Standard 5.3, the Committee recommends the AFIs remain for the EPP. The Committee recommends a progress report due November 12, 2026, to address the remaining areas for improvement cited during the Spring 2021 Continuing Approval Review. The progress report should include actual data and the analysis of such data to show evidence of identified trends. The progress report should also demonstrate how the program uses the analysis of data to make program improvements.
- Clayton County Public Schools – The Committee recommends Continuing Approval for the EPP and the following educator preparation programs reviewed during the Fall 2025 Continuing Approval Review.
  - Computer Science Endorsement
  - Georgia Teacher Academy for Preparation & Pedagogy
  - Gifted Endorsement
  - K-5 Science Endorsement
  - K-5 Mathematics Endorsement
  - One Year Elementary Certification-only (P-5) {Certification-only}
  - Online Teaching Endorsement
  - PBIS Endorsement
  - Reading Endorsement
  - STEM Education Endorsement
  - Teacher Support and Coaching Endorsement
  - Urban Education Endorsement

The Committee recommends the submission of a progress report due November 12, 2026, addressing the AFIs cited during the Fall 2025 Continuing Approval Review.

- Cobb County School District – As a result of satisfactory progress evident in the August 1, 2025, Progress Report, the Committee recommends the removal of the AFIs in Standard 5.1 and Standard 5.3 for the EPP. As a result of the removal of these last remaining AFIs from the Fall 2022 Continuing Approval Review, the Committee recommends the reclassification of Standard 5 from Not Met to Met for the EPP. The Committee also recommends reclassification of the EPP approval status from Continuing Approval with Conditions to Continuing Approval.
- First District RESA - Committee recommends Developmental Approval for the Alternative Preparation for Educational Leadership Tier I (P-12) [Certification-only] and Alternative Preparation for Educational Leadership Tier II (P-12) [Certification-only] Programs reviewed during the Fall 2025 Developmental Group Review.
- Middle Georgia RESA – The Committee recommends Developmental Approval for the Alternative Preparation for Speech-Language Associate Program (P-12) [Certification-only] reviewed during the Fall 2025 Developmental Group Review.



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- Northeast Georgia RESA – The Committee recommends granting the request for the one-year deferral of the Spring 2026 Continuing Approval Review to Spring 2027 for the EPP.
- Pioneer RESA – The Committee recommends Developmental Approval for the Alt Prep for Tier II Educational Leadership (P-12) [Certification-only] Program reviewed during the Fall 2025 Developmental Group Review.

Chair Sirmans called for approval of the Educator Preparation and Certification Committee report as presented by Dr. Holley Roberts.

**PSC ACTION:** Approved

#### **VIII. ADJOURNMENT**

Our next Commission meeting will be held on Thursday, December 11, 2025, at 4 pm. We will meet remotely, and the information will be posted on our website under Commission Information. The Educator Ethics Review Committee will meet at 4:30 pm and the Educator Preparation and Certification Committee will meet at 4:00 pm on Wednesday, December 10, 2025. Chair Sirmans called for the meeting to be adjourned at 4:19 p.m.

**PSC ACTION:** Approved